



CHAIRMAN OF THE JOINT CHIEFS OF STAFF MANUAL

J-7

DISTRIBUTION: A, B, C

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THE DEPARTMENT OF DEFENSE SURVIVAL, EVASION, RESISTANCE, AND ESCAPE PSYCHOLOGY PROGRAM

References: See Enclosure E

1. Purpose. In accordance with references a, b, c, and d, this Manual establishes the DoD Survival, Evasion, Resistance, and Escape (SERE) Psychology Program.
2. Cancellation. None
3. Applicability. This Manual applies to the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands (CCMDs), the Military Departments, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD Field Activities, and all other organizational entities within the Department of Defense (hereinafter referred to collectively as the “DoD Components”).
4. Procedures. The DoD SERE Psychology Program is an integral part of Personnel Recovery (PR) in the Department of Defense. This program establishes qualification and training standards for DoD SERE psychologists. It defines the roles, duties, and responsibilities of DoD SERE psychologists in PR training, during the response to a PR event, and during reintegration.
 - a. In accordance with references d, e, f, and g, the Department of Defense has an obligation to train, equip, and protect its personnel, prevent their exploitation by adversaries, and reduce the potential for using isolated personnel as leverage against U.S. security objectives. As part of overall risk management, the DoD components shall employ resistance training (RT) qualified DoD SERE psychologists to help mitigate the risk of physical and psychological injury to students during SERE education and training high-risk

role-play activities conducted in support of the Code of Conduct.

b. As part of the DoD response to a PR event, the DoD SERE psychologist provides psychological expertise to the Military Departments, the Combatant Commander (CCDR), and the isolated person and their next of kin.

c. The Combatant Commanders and the Military Departments are responsible for reintegration. The goals of reintegration are to debrief, decompress, and provide for the physical and mental health of a recovered individual, and return them to duty or follow-on care as expeditiously as possible. The DoD SERE psychologist, as a member of the reintegration team, ensures the health, welfare, and psychological well-being of the recovered person remains at the forefront of the reintegration process.

d. Commanders at all levels are responsible for ensuring DoD SERE psychologists are not assigned simultaneously conflicting duties when providing oversight to SERE education and training or participating in reintegration, as described in Enclosure C.

5. Summary

a. The Joint Personnel Recovery Agency (JPRA) is the Office of Primary Responsibility for this manual.

b. This manual:

(1) Implements the policy established in reference d, assigns responsibilities, and prescribes procedures to ensure DoD SERE psychologists possess appropriate professional qualifications and training, and are appropriately employed to oversee the conduct of the reintegration process and SERE training, in order to protect DoD personnel at risk of isolation.

(2) Defines two levels of qualification of DoD SERE psychologists: SERE Certified Psychologists; and RT Qualified SERE Psychologists.

(3) Provides a joint framework for the Military Departments to implement a SERE Psychology Program consistent with this guidance.

6. Releasability. This manual is approved for public release; distribution is unlimited. DoD components (to include the Combatant Commands), other Federal agencies, and the public may obtain copies of this manual through the Internet from the CJCS Directives Home Page—http://www.dtic.mil/cjcs_directives.

7. Effective Date. This manual is effective immediately.



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Director, Joint Staff

Enclosures:

- A - Responsibilities
- B - Qualifications
- C - Employment
- D - Training Standards
- E - References
- GL - Glossary

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ENCLOSURE A

RESPONSIBILITIES

1. Chairman of the Joint Chiefs Of Staff. The Chairman will establish the DoD SERE Psychology Program in accordance with reference d.
2. Joint Personnel Recovery Agency. JPRA, as a Chairman's Controlled Activity, shall develop and manage the DoD SERE Psychology Program on behalf of the Chairman. JPRA shall:
 - a. Establish and disseminate qualification, training, and employment standards for DoD SERE psychologists.
 - b. Direct, facilitate, coordinate, and assist with training DoD SERE psychologists.
 - c. Ensure compliance with qualification, training, and employment standards of DoD SERE psychologists in accordance with Enclosures B, C, and D.
 - d. Establish a DoD SERE Psychology Committee to provide advisory recommendations to JPRA on SERE psychology qualifications and training, psychological support to SERE education and training, and operational psychology support to personnel recovery.
3. Combatant Commanders. The CCDRs shall:
 - a. Coordinate theater requirements for DoD SERE psychologist support with the Joint Staff and JPRA.
 - b. Coordinate with the Office of the Deputy Assistant Secretary of Defense for Prisoner of War/Missing Personnel Affairs (DASD(POW/MPA)), the Joint Staff, JPRA, and the Military Departments on all DoD-level guidance related to employment of DoD SERE psychologists in support of Phase I and Phase II reintegration.
4. Secretaries of the Military Departments and USSOCOM. In accordance with reference c, the Secretaries of the Military Departments and USSOCOM shall develop and maintain a SERE psychology capability which incorporates the criteria set forth in Enclosures B, C, and D regarding the qualification, employment, and training of DoD SERE psychologists.

- a. In coordination with DASD(POW/MPA), JPRA, and based on CCMD and Military Department requirements, develop and maintain SERE psychology training programs and DoD SERE psychologists qualified to support SERE education and training, isolated DoD personnel and their families during a personnel recovery event, and the reintegration of DoD personnel following a personnel recovery event.
- b. Ensure there are sufficient numbers of SERE psychologists with TS/SCI clearances. To ensure the health, welfare, and psychological well-being of the recovered person during reintegration debriefings, the SERE psychologist needs a clearance equal to the highest classification level of those debriefings.
- c. Ensure RT-qualified SERE psychologists, or contract SERE psychologists who meet all the criteria for a RT-qualified SERE psychologist, provide psychological oversight of SERE training high-risk role-play activities.
- d. Designate SERE psychologists as members of the DoD SERE Psychology Committee. One of these individuals should be of the grade of O-5 or higher and have a minimum of 6 years of qualification as a SERE psychologist. Other designees should be one RT-qualified SERE psychologist from each of the Military Department and USSOCOM SERE schools.
- e. Ensure their SERE Psychology programs are consistent with this publication.

ENCLOSURE B

QUALIFICATIONS

1. There are two qualification levels for DoD SERE Psychologists: SERE Certified Psychologist and RT-Qualified SERE Psychologist.

a. SERE Certified Psychologists. SERE Certified Psychologists must:

(1) Possess a doctoral degree in psychology from an accredited university or program acceptable by the SERE psychologist's respective DoD Component.

(2) Hold a valid license to practice psychology and follow the ethical guidelines for the state/territory in which he or she is licensed.

(3) Meet DoD Component requirements for independent practice and maintain current credentials with a sanctioned DoD medical authority.

(4) Have pre-assignment experience in a military psychology position.

(5) Meet the professional standards for ethical practice of SERE Psychology.

(6) Complete SERE Certified Psychologist training (See Enclosure D).

(7) To support reintegration, have a clearance equal to the highest classification level of debriefings. Upon selection to fill a SERE Certified Psychologist position, the selectee must apply for a Top Secret clearance allowing access to Sensitive Compartmented Information.

(8) Maintain currency (See Enclosure D).

b. RT-Qualified SERE Psychologists. In addition to the requirements in paragraphs 1.a. of this Enclosure, RT-Qualified SERE Psychologists must:

(1) Be assigned or have been assigned to provide risk management oversight to a Military Department SERE school or to a unit that conducts SERE high-risk role-play activities.

(2) Complete RT-Qualified SERE Psychologist training (see Enclosure D).

(3) Maintain currency (see Enclosure D).

2. In conjunction with the Military Departments, JPRA will maintain a list of SERE psychologists and their qualification levels, and will notify individual psychologists of their qualification status and any issues related to maintenance of that status. It is the responsibility of the individual SERE psychologist to maintain contact with and provide appropriate information at least every 2 years to the JPRA Deputy Director for Human Factors to ensure their training status is updated.
3. All individual qualification criteria described in this publication may be subject to selective waiver after review by the DoD SERE Psychology Committee.

ENCLOSURE C

EMPLOYMENT

1. To effectively assist commanders responsible for reintegration and reintegration team leaders in meeting the objectives of reference h, the SERE Certified psychologist shall:
 - a. Have direct access to, consult with, and advise commanders on all psychological aspects of the reintegration process.
 - b. Be the commander's on-site representative for all psychological aspects of the reintegration process and have access to all reintegration activities.
 - c. Screen, monitor, and provide psychological support to the recovered person in accordance with reference h, Military Department and CCMD reintegration plans, and with applicable JPRA guidance.
 - d. Provide oversight during reintegration debriefs to ensure the health, welfare, and psychological well-being of the recovered person is protected.
 - e. Act as a key participant and facilitator of Military Department or CCMD reintegration activities as it relates to the psychological health and welfare of recovered personnel. Due to the nature and complexity of reintegration, the commander must be prepared to insert and support the SERE Certified psychologist in Military Department or CCMD reintegration activities consistent with the guidance contained in reference h.
 - f. Participate in the debriefing and decompression of reintegration team members at the conclusion of each phase of the reintegration process.
 - g. Not be placed in positions where the role of the SERE Certified Psychologist is compromised by a conflicting role conducted simultaneously (e.g., non-reintegration clinical duties or duty officer) during the conduct of the reintegration process.
 - h. When requested, assist Combatant Commanders, Military Departments, and JPRA in the training of reintegration debriefers.
 - i. Support the Military Department Casualty Assistance Office by meeting with families of isolated DoD personnel to provide them education and information on the reintegration process, gathering information regarding the isolated person and other family dynamics that may impact the reintegration process, and supporting the family throughout an isolating event.

2. Commanders of DoD SERE schools and of units which conduct SERE training high-risk role-play activities are responsible for the proper use of RT-Qualified SERE Psychologists. The RT-Qualified SERE Psychologist is the commander's representative to ensure close supervision of training required by reference f, and is the commander's representative in psychological aspects of training. The responsibilities of the RT-Qualified SERE Psychologist include, but are not limited to, those listed below. To effectively assist the commander, the RT-Qualified SERE Psychologist shall:

- a. Have direct access to, consult with, and advise the commander on psychological aspects of the training and mission.
- b. Be the commander's on-site representative for all psychological aspects of training and have full access to training events.
- c. Be present, or ensure psychological risk management staff working under the direction of an RT-Qualified SERE Psychologist are present, during all Resistance Training Laboratories (RTLs), Pre-Academic Role-Play Laboratories (PREALs), and Post-Training Exercises (PTEs).
- d. Be available within a 30-minute response time, or ensure qualified psychological staff are available within a 30-minute response time, during all academic role play laboratories (ARLs). RT-Qualified SERE Psychologists should periodically observe ARLs.
- e. Assist in the selection, screening, risk assessment, and performance feedback of instructors.
- f. As part of the respective SERE school's risk assessment program, periodically observe and conduct psychometric and/or analog psychological assessments of all instructors who may have direct student contact during high-risk role-play activities. An initial psychological screening will be conducted prior to assignment or reassignment of any staff member who has the potential for student contact during high-risk role-play activities. Care must be taken to protect the instructor/staff's privacy of any assessment findings.
- g. Conduct staff training and development seminars/sessions.
- h. Conduct research to answer the commander's questions on training, selection, and risk assessment issues.
- i. Screen, monitor, and provide psychological support to students as necessary.
- j. Participate in the debriefing of students at the conclusion of training.

- k. Be assigned to the respective SERE training organization. The RT-Qualified SERE Psychologist should not be constrained by clinical duties at local military medical facilities in lieu of SERE duties
 - l. **Not** be placed in positions where the role of RT-Qualified SERE Psychologist is compromised by a conflicting role conducted simultaneously (e.g., duty officer or RT instructor).
 - m. At the unit or SERE school commander's discretion, serve as a member of a reintegration team, and be available to assist JPRA on SERE-related research.
 - n. During reintegration, perform all the duties of a SERE Certified Psychologist in accordance with paragraph 1 of this Enclosure.
- 3. All levels of SERE psychologists are authorized to directly contact JPRA Human Factors, as needed, for professional consultation or guidance in the performance of their duties as a DoD SERE psychologist.

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ENCLOSURE D

TRAINING STANDARDS

1. Initial SERE Psychology Training. Initial SERE psychology training is provided by an RT-Qualified SERE Psychologist. New trainees shall:

- a. Understand the dynamics of captivity and isolation.
- b. Understand how to promote resilience in returnees.
- c. Understand how to support reintegration.
- d. Understand appropriate DoD directives, instructions, and guidance.
- e. Review lessons learned from recent reintegration activities.

2. SERE Certified Psychologist

a. In addition to completing initial SERE Psychology training, to qualify as a SERE Certified Psychologist, new trainees shall:

- (1) Graduate from a DoD Level C SERE course, or a JPRA Specialized SERE training course that includes an RTL experience.
- (2) Know the SERE psychologist's role in reintegration and release handling.
- (3) Understand lessons learned from recent reintegration activities.
- (4) Understand Level C SERE education and training guidance, references f through i, and other source documents recommended by JPRA.
- (5) Engage in a mentorship relationship with a SERE Certified Psychologist or RT-Qualified Psychologist for 1 year.
- (6) SERE Psychologist operating in support of reintegration activities that include different CCMDs, Services, and agencies need to understand the PR architecture that supports their mission in order to successfully advise the command decision process regarding service member's well-being.

b. Continuation training. Continuation training is the regularly recurring training essential to maintaining DoD SERE psychologist qualifications and provides a venue for the exchange of lessons learned with other SERE psychologists. SERE Certified Psychologists shall participate in 24 hours of

continuation training every 24 months. It is the responsibility of the individual psychologist to ensure their training is updated with JPRA at least biennially. Continuation training may include:

- (1) Participation in a DoD phase I, II, or III reintegration, or post-isolation support to a non-DoD person.
- (2) Participation in a JPRA, CCMD, or Military Department-sponsored reintegration exercises.
- (3) Participation in reintegration consultation/activities, reintegration exercise planning, or the development of reintegration policy.
- (4) Attendance at the DoD SERE Psychology Continuation Training or attending initial SERE Psychology training.
- (5) Maintaining currency in SERE-related professional literature as directed by JPRA Human Factors.

3. RT-Qualified SERE Psychologist

- a. To qualify as an RT-Qualified SERE Psychologist, new trainees shall:
 - (1) Complete all the requirements necessary for a SERE Certified Psychologist as described in paragraph 2.a. above.
 - (2) Be assigned to a SERE school or to an organization whose activities involve regular participation in oversight of SERE training high-risk role-play activities.
 - (3) Understand SERE education and training methodology and terminology, such as:
 - (a) Stress inoculation training and the 1956 Report of the Working Group on Survival Training Reports. These are available from JPRA.
 - (b) Current SERE education and training research literature.
 - (c) Learned helplessness.
 - (d) The abstinence violation effect.
 - (e) The Stanford Prison Experiment case study.
 - (f) Role-play instruction techniques, benefits, and risk.

(g) The dynamics of SERE instructors, behavioral patterns, and the tendencies towards training drift.

(h) SERE instructor burnout.

(i) Lessons learned from recent captivity incidents. These are available from JPRA.

(4) Understand principles and demonstrate proficiency in SERE psychological interventions that maximize distressed students' abilities to continue in training.

(5) Understand SERE psychology principles for making recommendations for continuing training or removing students from training who are having emotional or psychological difficulties.

(6) Understand and demonstrate proficiency in debriefing students upon completion of training, or removal from training.

(7) Understand and demonstrate proficiency in conducting SERE psychology post-training after-action reviews.

b. Continuation Training. Continuation Training is the regularly recurring training essential to maintaining DoD SERE psychologist qualifications and provides a venue for exchange of lessons learned with other SERE psychologists. RT-Qualified SERE Psychologists shall participate in 24 hours of continuation training every 24 months. It is the responsibility of the individual psychologist to ensure their training is updated with JPRA at least biennially. Continuation training for RT-Qualified SERE Psychologists may include all activities identified in Paragraph 2.b. above, with the addition of:

(1) Providing risk management oversight to SERE training high-risk role-play activities.

(2) Attendance at the DoD RT SERE Psychology Workshop.

(3) Support of JPRA in conducting SERE Psychology courses and training.

(4) Maintenance of currency in SERE-related professional literature by engaging in professional discussions of literature with other RT qualified SERE psychologists.

4. Psychological Risk Management Staff

- a. Psychological risk management staff are psychologists, psychological technicians, or enlisted mental health specialists/mental health technicians who may assist the RT-Qualified SERE Psychologist in providing risk management oversight to a Military Department SERE school or to a unit that conducts SERE education and training high-risk role-play activities.
- b. Consistent with psychology licensing laws and professional ethics, all psychological risk management staff who are not an RT-Qualified SERE Psychologist must work under the license and guidance of an RT-Qualified SERE Psychologist.
- c. In coordination with the SERE School commander or unit commander, it is the responsibility of the RT-Qualified SERE Psychologist to ensure psychological risk management staff have been specifically trained and are competent to assist in providing oversight during SERE high-risk role-play activities.
- d. When functioning in an oversight role during SERE high-risk role-play activities, psychological risk management staff will not be placed in a dual-role situation such as participating as in-role instructors or role players.

ENCLOSURE E

REFERENCES

- a. DoD Directive 5111.1, 8 December 1999, “Under Secretary of Defense for Policy (USD(P))”
- b. DoD Directive 5110.10, 21 September 2005, “Defense Prisoner of War/Missing Personnel Office”
- c. DepSecDef memorandum, 30 November 2006, “Delegations of Authority”
- d. DoD Directive 3002.01, 16 April 2009, “Personnel Recovery in the Department of Defense,” Incorporating Change 1, 4 April 2013
- e. DoD Directive 1300.7, 8 December 2000, “Training and Education to Support the Code of Conduct (CoC)”
- f. DoD Instruction 1300.21, 8 January 2001, “Code of Conduct (CoC) Training and Education”
- g. DoD Instruction 1300.23, 23 August 2003, “Isolated Personnel Training for DOD Civilians and Contractors”
- h. DoD Instruction 3002.03, 15 July 2013, “DoD Personnel Recovery – Reintegration of Recovered Personnel”
- i. E.O. 10631, Code of Conduct for Members of the Armed Forces of the United States, 17 August 1955, as amended in 1967, 1977, and 1988.
- j. JPRA Guidance, 5 November 2010, “Joint Standards for Survival, Evasion, Resistance, and Escape (SERE) Training in Support of the Code of Conduct (CoC)”

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GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

| | |
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| ARL | academic role-play laboratory |
| CoC | Code of Conduct |
| DoDD | Department of Defense Directive |
| DoDI | Department of Defense Instruction |
| DPMO | Defense Prisoner of War/Missing Personnel Office |
| JPRA | Joint Personnel Recovery Agency |
| POW | prisoner of war |
| PREAL | pre-academic role-play laboratory |
| PTE | post-training exercise |
| RT | resistance training |
| RTL | resistance training laboratory |
| SERE | survival, evasion, resistance, and escape |

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PART II. EXPLANATION OF TERMS

Academic Role-Play Laboratory (ARL). A role-play training laboratory event of limited duration (normally 30 minutes or less role-play) conducted during academic instruction in a facility comprised of a collocated classroom and separate experiential training room(s). The role-play simulates an isolation environment; is targeted at specific, limited learning objective(s); and designed to create a series of challenges, experiences, and/or exercises that require individuals to apply SERE tactics, techniques, and procedures in line with CoC/SERE policy and doctrine. The role-play is observable by out of role students, is monitored by out of role instructors, and is immediately followed by an instructor guided debriefing.

DoD SERE Psychology Committee. Committee formed by currently assigned RT-Qualified psychologists from each Military Department SERE school, as well as senior SERE psychologists from each Military Department, USSOCOM, and JPRA to provide advisory recommendations to JPRA on SERE psychology qualifications and training, psychological support to CoC training, and operational psychology support to personnel recovery.

High-Risk Role-Play Activities. Activities where instructors and staff role-play as an opposing force (i.e., foreign military, militia, hostile governmental elements, guards, captors, interrogators, or criminals). These activities can include any of the following: 1) use of blindfolds, handcuffs, or other restraints on students, 2) students placed in isolation, solitary confinement, or confined custody, 3) students subjected to custodial interrogation or other types of exploitation, and 4) use of physical and psychological pressures designed to cause students stress.

Pre-Academic Role-Play Laboratory (PREAL). A limited duration experiential training event conducted prior to academic instruction to prepare students for future training activities.

Post-Training Exercise (PTE). A limited duration evasion, captivity, or escape exercise designed to test and evaluate a former experientially trained SERE graduate's ability to apply SERE tactics, techniques, and procedures in line with CoC/SERE policy and doctrine.

Reintegration. A critical, straightforward process that the Department of Defense uses to gather necessary tactical and strategic intelligence and personnel recovery information (including SERE-related information) from recovered isolated personnel. Additionally, through proper decompression, the reintegration process provides for the health and welfare of recovered isolated personnel. The process provides the best opportunity for recovered isolated personnel to effectively return to their DoD duties. Critical to the process are the controls the reintegration team establishes to limit contact with the

returnee(s) as recommended by the DoD SERE Psychologist to the Reintegration Team Chief. This ensures the right personnel (to include the next-of-kin) meet with the returnee(s) at the right time during the process. The stresses of isolation and return cannot be overstated and strict control is required both to obtain necessary intelligence from the returnee(s), but also to ensure their physical, mental, and psychological well-being. (See reintegration policy and documentation for details of this process)

Resistance Training (RT). All training activities designed to prepare an individual for survival and resistance in captivity or detention from time of capture until the individual is no longer under control of the captor.

Resistance Training Laboratory (RTL). A training laboratory event conducted in a facility separate from the academic classrooms, used to simulate a captivity/detention situation and designed to create a series of challenges, experiences, and/or dilemmas requiring individuals to apply resistance and escape policy, doctrine, tactics, techniques, and procedures.

RT-Qualified SERE Psychologist. A DoD psychologist who has completed the procedures outlined in Enclosure D, and has been assigned to a DoD SERE school or a unit that regularly conducts SERE high-risk role-play activities. RT-Qualified SERE Psychologists can provide oversight to high-risk role-play activities conducted in support of SERE education and training, as well as assist JPRA, CCMDs, and Military Departments during the reintegration process.

SERE Certified Psychologist. A DoD psychologist who has completed the procedures outlined in Enclosure D and can assist JPRA, CCMDs, and Military Departments during the reintegration process.